

## Partnership Brokers Training

**PRESENTER:** Eric Wolf

**BOARD MEETING DATE:** 4/24/2019

**BOARD MEMBER SPONSOR:** Suzi LeVine

**TIME ALLOTTED:** 30 mins

<p><b>ISSUE/SITUATION:</b> Concise - 1 or 2 sentences that get to the heart of the situation, problem or opportunity being addressed.</p>	<p><b>THE ISSUE/OPPORTUNITY IS:</b></p> <ol style="list-style-type: none"> <li>1) ESD Commissioner Suzi LeVine approached the Board about hosting a conversation around partnership broker training and to explore possible opportunities to adapt training for workforce system staff.</li> <li>2) Staff will provide an overview of the partnership brokering training and will take guidance from the Board on convening future discussion on the training or on seeking additional relevant information.</li> </ol>
<p><b>TAP STRATEGIC PRIORITY:</b> Which TAP strategic priority or priorities does this recommendation support? Can you tie to specific goals and objectives in TAP? Briefly describe these connections. If the connection is unclear, describe why this is of consequence to the Workforce Board and/or workforce system.</p>	<p><b>SUPPORTS TAP STRATEGIC PRIORITY:</b></p> <p>An emerging priority identified by partners has been the critical need for professional development to support implementation of all four TAP strategic priorities—professional development, accessibility, integration of service delivery, and business engagement</p>
<p><b>POTENTIAL IMPACT:</b> Effect on people, businesses, communities. What is better or different from other existing strategies?</p>	<p><b>IT IS SIGNIFICANT BECAUSE:</b></p> <p>Integration of services requires the creation and cultivation of new working relationships across organizations and places staff at every level of the workforce system into new roles as partnership brokers. Training on the development and facilitation of partnership agreements provides a toolkit of resources for workforce system professionals to draw from.</p>
<p><b>OPTIMAL NEXT STEPS:</b> What do you really want to happen as a result of this discussion with the Workforce Board?</p>	<p><b>MY IDEAL OUTCOME OF THIS DISCUSSION IS:</b></p> <p>The Board will:</p> <ol style="list-style-type: none"> <li>(1) Learn the basics about the Partnership Broker Training curriculum and ask staff to obtain additional information as desired;</li> <li>(2) Identify next steps to convening future conversations about this or other professional development opportunities, and the role Board members would like to play in those conversations.</li> </ol>

<p><b>BACKGROUND:</b> Short history of how this recommendation came to be. What has been tried, to what result? What evidence exists to support this recommendation?</p>	<p><b>RELEVANT BACKGROUND INFORMATION:</b></p> <p>In February 2019, with support from the state’s Employment Security Department (ESD) and Commissioner Suzi LeVine, Workforce Board Deputy Director for Policy and Programs, Eric Wolf, attended the International Business Leaders’ Forum training on Partnership Brokering along with two representatives from the Employment Security Department: Billie Wright, ESD Director of Human Resources, and Phil Castle, ESD’s Chief Learning Officer and Organizational Development Manager. Commissioner LeVine is an alum of this same program, and recognized the value of bringing the skills taught into our state system. Participants learned group facilitation and organizational leadership techniques to help stakeholders define and agree on areas of common interest, build mutually beneficial partnership initiatives, and review and revise partnership agreements to achieve sustainability and maintain momentum.</p> <p>After the experience, the Washington trainees debriefed the session with Commissioner LeVine and Executive Director Papadakis and related suggestions about its applicability in the workforce system. Staff specifically identified the potential for partnership brokers training to help cement the process of integrating services and achieving a “no wrong doors” experience for job-seekers and employers.</p> <p><b>Background on Partnership Brokering</b></p> <p>The “Partnership Brokers Association” training was developed in the early 1990s out of a partnership between the International Business Leaders Forum and the Overseas Development Institute, a UK-based international development NGO. Approximately 20, four-day training sessions are offered world-wide each year, drawing participants equally from the private, public, and nonprofit sectors.</p> <p>The training heavily focuses on a partnership case study that allows participants to rotate through role playing different stakeholder perspectives. The course also introduces a theoretical framework for partnership brokering and the importance of good brokering (“the partnership cycle”) in the development of robust, efficient, inclusive and innovative partnerships, consortia and coalitions; techniques for facilitating partnership development, including scoping, resource-mapping, facilitation, interest-based negotiation, relationship-management, reaching agreement and reviewing partnerships; and explored common partnership brokering challenges and how to address them.</p> <p>Please visit <a href="http://partnershipbrokers.org">http://partnershipbrokers.org</a> for additional background information.</p>
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<p><b>STAKEHOLDER ENGAGEMENT, PROS AND CONS:</b> Which stakeholders have been engaged in the development of this recommendation? What are the pros and cons of recommendation? According to whom (which stakeholder groups)? Are there viable alternatives to consider?</p>	<p><b>STAKEHOLDERS HAVE PROVIDED INPUT AND THEY THINK:</b> This item is intended to begin discussion around partnership broker training and to identify next steps for stakeholder engagement.</p>
<p><b>FINANCIAL ANALYSIS AND IMPACT:</b> What will it cost to enact this recommendation? What resources will be used? Are new resources required? How much? Where will existing or new resources come from? Are there savings to be gained from this investment? Over what period? Are there other returns on investment to consider?</p>	<p><b>THE COST AND RESOURCE NEEDS OF THIS RECOMMENDATION ARE:</b>  n/a</p>
<p><b>RECOMMENDATION AND NEXT STEPS:</b> What specific result do you want from the Board? Is this recommendation for discussion or action? If for discussion, will action be required at a later date? What next steps are expected after this discussion?</p>	<p><b>THE RECOMMENDATION AND/OR REQUESTED ACTION IS:</b>  That the Board identifies their desired next steps to either gather additional information on partnership broker training, or identifies next steps for staff to convene a future conversation around partnership broker training.</p>